

Gaston County Schools
Curriculum & Instruction Committee Meeting
Monday, March 3, 2025

MINUTES

The Curriculum and Instruction Committee met on Monday, March 3, 2025 at 11:30 a.m. in the Central Office Board Room, 943 Osceola Street, Gastonia, NC. Those members in attendance were: Chairman Jeff Ramsey, Robbie Lovelace, Janna Smith and A.M. Stephens III.

Additional attendees included: BOE Chairman Josh Crisp, Vice Chairman Dot Cherry, Board Member Tod Kinlaw, Superintendent Dr. Morgen A. Houchard, Attorney Sonya McGraw, Associate Superintendent Tonya Kales, Assistant Superintendent Rebekka Powers, Executive Directors Bryan Denton, Kevin Doran, Anarah Henderson, and Tyler West, Chief Communications Officer Todd Hagans, Chief Accountability Officer Kelly Cunningham, Directors Susie Bradley, Kathleen Koch and Tom Nencetti, and Board Clerk Dana Luoto.

Chairman Jeff Ramsey called the meeting to order at 11:31 a.m. and welcomed everyone.

Approval/Correction of Minutes

Motion to adopt minutes of January 6, 2025 as presented was made by Mrs. Robbie Lovelace, seconded by Mr. A.M. Stephens III, motion carried unanimously. (4-0)

Student Assignment Needs Assessment

Director Tom Nencetti and Assistant Superintendent Dr. Rebekka Powers reported that a Needs Assessment was conducted for Student Assignment. During the assessment, it was noted that many positive changes have already been implemented or were underway. A few of the key findings included:

- Increase understanding of policies and procedures
- Develop informational resources to help parents understand all steps of the enrollment process (in English and other languages)
- Improve efficiency on the enrollment process

Policy Code: 4170 School Assignment

Assistant Superintendent Dr. Rebekka Powers and Director of Student Assignment Susie Bradley provided an update on revisions to Policy Code 4170 School Assignment. The changes come after being vetted through a committee of administrators, parents and a final review by the Board. The draft version of this policy will be posted on our website for review.

Academic Services Department Updates

Unpacking Documents

Associate Superintendent Tonya Kales reported that North Carolina provides “unpacking documents” to supplement the Standard Course of Study, offering detailed explanations and examples for teachers to understand and teach the standards and objectives in social studies, math and other subjects.

Academic Services Department Updates Innovation Schools' Strategy

Ms. Tonya Kales presented a PowerPoint on Innovative Schools' Strategy.

(View PowerPoint)

AIG Plan 2025-2028

Director Kathleen Koch presented a PowerPoint on the AIG Plan for 2025-2028.

(View PowerPoint)

Motion

The Motion was made by Mr. A.M. Stephens III; seconded by Mrs. Janna Smith that the Board

Approve the AIG Plan 2025-2028 to be placed on the Consent Agenda for the March 17, 2025 Board Meeting

A vote was taken and motion to approve the item as presented carried unanimously. (4-0)

2025 Summer State Assessment Plan

Chief Accountability Officer Kelly Cunningham presented a PowerPoint on Summer Program Reassessment Plan Summer 2025.

(View PowerPoint)

Motion

The Motion was made by Mrs. Robbie Lovelace; seconded by Mrs. Janna Smith that the Board

Approve the 2025 Summer State Assessment Plan to be placed on the Consent Agenda for the March 17, 2025 Board Meeting

A vote was taken and motion to approve the item as presented carried unanimously. (3-0) (Mr. Stephens left early)

Spring 2025 Exam Schedules

Executive Directors Dr. Bryan Denton and Kevin Doran presented a PowerPoint on the Spring 2024-2025 Exam Schedules for Traditional High Schools and Gaston Early Colleges.

(View PowerPoint)

Motion

The Motion was made by Mr. Robbie Lovelace; seconded by Mrs. Janna Smith that the Board

Approve the Spring 2024-2025 Exam Schedules for Traditional High Schools and Gaston Early Colleges to be placed on the Consent Agenda for the March 17, 2025 Board Meeting

A vote was taken and motion to approve the item as presented carried unanimously. (3-0) (Mr. Stephens left early)

2025 Read to Achieve (RTA) Summer Camp

Executive Directors Anarah Henderson and Tyler West presented a PowerPoint on Read to Achieve Summer Reading Camp.

(View PowerPoint)

Other Business and Discussions

Superintendent Houchard reported that after additional discussions with CTE staff, the Armstrong Building will not be conducive for a CTE hub as originally thought. Dr. Houchard reported that we still have the option to purchase this property and use it for future plans.

Next Committee Meeting Date/Time

The next C&I Committee Meeting is scheduled for April 7, 2025 in the Central Office Board Room beginning at 11:30 a.m. (NOTE: Post meeting change — the C&I Committee will meet on Monday, March 31, 2025 beginning at 11:30 a.m. due to spring break).

Adjournment

All business being conducted, Motion to adjourn was made by Mrs. Janna Smith; seconded by Mrs. Robbie Lovelace motion carried unanimously. (3-0)

The Curriculum & Instruction Committee Meeting adjourned at 1:50 p.m.

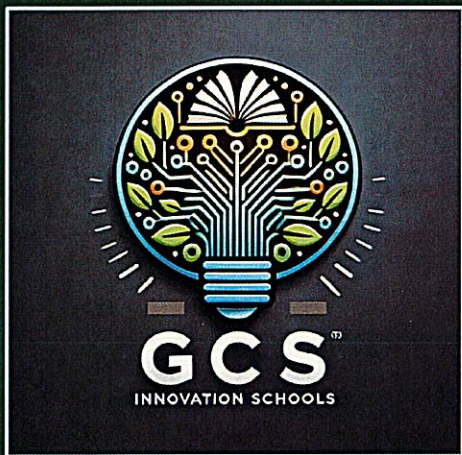
Approved:



Jeff Ramsey, Chairman

Date Approved: _____

3/31/25

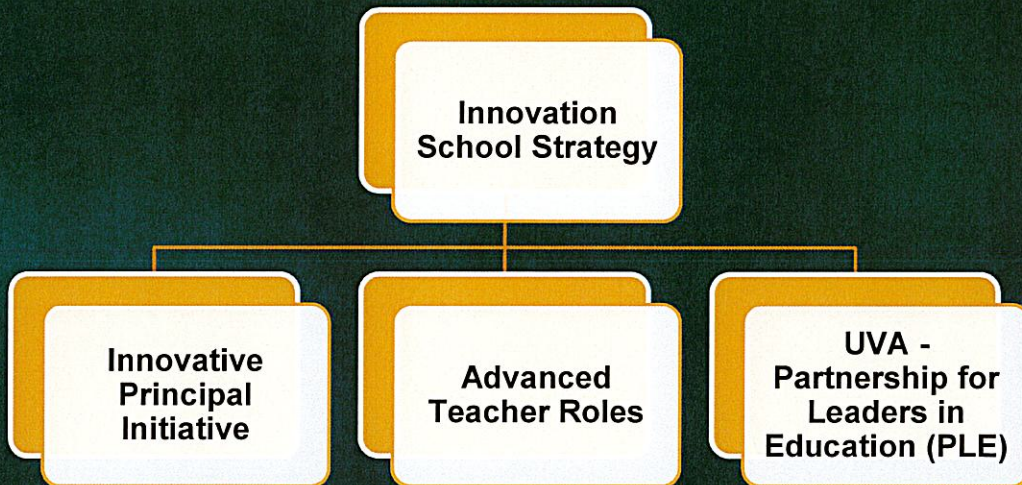


Gaston County School Innovation Schools' Strategy

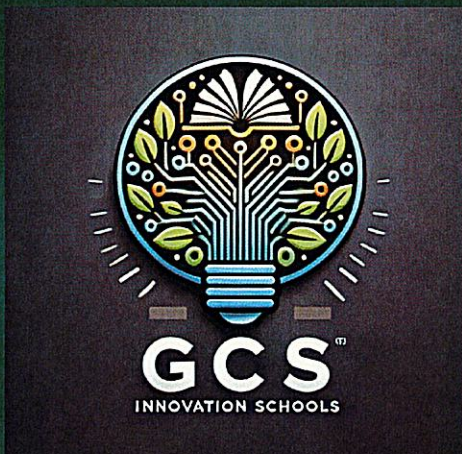
Focus Areas

- High Quality Teaching and Learning
- Positive School and Workplace Culture
- Strong Communication Habits
- Teacher and Student Retention and Recruitment
- Focused Support for School and District Leadership

Now and Future - Vision to Action



Innovation Schools' Purpose Statement



The Innovation Schools will build a replicable model for high performing schools based on the unwavering belief that every student in Gaston County deserves access to premier school educators who welcome instructional coaching while utilizing data driven instruction guaranteeing that all students are equipped with the skills and confidence needed for post-secondary success.

Now and Future - Vision to Action



**Innovation
School
Strategy**

**Innovative
Principal
Initiative**

Principal Selection State Principal Supplemental Salary Initiative



Superintendent Houchard:

You are receiving this letter as your LEA has at least one school that may be eligible to participate in the Principal Recruitment Supplement Program (§ 115C-285.1). The eligibility list has been updated based on the 2023-2024 accountability results. The purpose of the program is to provide significant, time-limited salary supplements to qualifying principals who accept employment as principals of qualifying schools. *A qualifying principal is one who is paid on the Exceeded Growth column of the Principal Salary Schedule. A qualifying school is one that received an overall school performance score that placed it in the bottom five percent (5%) of all schools in the State in the prior school year.* The recruitment supplement is \$30,000 annually for up to 36 months.

Principal Selection Turnaround Principal Job Description



Job Title: Woodhill Elementary School Turnaround Principal – Title 1 Urban School (NC Restart School)

Recruitment Package: For qualified candidates, an additional \$30,000 stipend will be paid each year for three years. Must be paid at the "Exceeded Growth" level on the principal annual salary schedule as of January 1, 2025.

Job Overview:

The Turnaround Principal at Woodhill Elementary School will serve as the strategic and instructional leader of a Title 1 urban elementary school, designated as an NC Restart School with Restart flexibility. The principal will oversee all school operations, implement innovative programs, and lead school improvement initiatives in alignment with NC state mandates for principals. This role requires fostering a collaborative and inclusive school culture, utilizing Restart flexibility for creative staffing, budgeting, and instruction, focusing on driving for results, data-driven decision-making, and culturally relevant and trauma-informed practices to ensure student achievement and well-being.

Key Responsibilities:

- Lead the development and execution of instructional programs that leverage Restart flexibility to meet the needs of students, ensuring alignment with NC state standards and mandates for school leadership.
- Oversee school operations, including staff management, innovative budget planning, and resource allocation in accordance with North Carolina policies for principals.
- Implement culturally relevant and trauma-informed practices that create a supportive and responsive learning environment.



Principal Incentives



Proposal for Innovation Principals Initiative

Introduction

To address the challenges faced by low-performing schools and drive sustainable academic improvement, we propose the creation of the Gaston County Schools Innovation Principals Initiative. This initiative aims to recruit exceptional, results-driven leaders committed to transforming low-performing schools into high-achieving learning environments. Innovation Principals will be equipped with resources, professional development, and incentives to succeed in this mission.

Program Overview

Innovation Principals will assume leadership roles at designated low-performing schools. These principals will be selected based on their proven track record of driving student achievement and their ability to lead with vision and purpose. We will offer competitive financial incentives and professional growth opportunities to attract top talent.

There will be two types of Innovation Principals:

1. **Grant-Funded-** Grant-funded principals will be selected and compensated according to the grant written through NCDPI. These principals will agree to leadership roles in schools designated by NCDPI to be in the lowest 5% of the state.
 - a. Grant-Funded Incentives

[Principal Recruitment Supplement FAQ_2024 \(1\) \(1\).pdf](#)

Now and Future - Vision to Action



**Innovation
School
Strategy**

**Advanced
Teaching
Roles**



PUBLIC SCHOOLS OF NORTH CAROLINA

DEPARTMENT OF PUBLIC INSTRUCTION | Catherine Truitt, Superintendent of Public Instruction
WWW.DPI.NC.GOV

December 17, 2024

TO: Dr. Morgen Houchard, Superintendent
Gaston County Schools

FROM: Dr. Thomas Tomberlin, Senior Director ^{DS} 77
Office of Educator Preparation, Licensure, and Performance

SUBJECT: Teacher Compensation and Advanced Teaching Roles Program

Thank you for submitting a proposal for the Teacher Compensation Models and Advanced Teaching Roles Program. We received many strong applications from districts across the state, and we are happy to inform you that your proposal was selected for funding this year.

At this time, the State Board of Education has not finalized the funding for this fiscal year. NCDPI will follow up with you after the January 2024 State Board Meeting with information on your funding amount. As always, funding beyond this current biennium budget is contingent on legislative action. Please accept our sincerest congratulations and best wishes!

If you have any questions, please contact us via email at educatoreffectiveness@dpi.nc.gov.

C: State Superintendent Catherine Truitt
Dr. Derrick D. Jordan, Deputy State Superintendent, Educator and Student Advancement Division
Ms. Tonya Kales, Associate Superintendent, Gaston County Schools



**Advanced
Teaching
Roles
Grant**

Advanced Teaching Roles



Students' having access to a highly effective teacher is one of the most important factors for improving student achievement and the overall experience of students in school.



Advanced teaching roles provide an opportunity to increase the number of students who have access to highly effective teachers, while also increasing the effectiveness of the teachers led by an advanced teacher.

ATR Legislature Support Needed



- Funded grants this year at 85% of the requested budget
- Policy approved in December that limits number of schools for year 1

Now and Future - Vision to Action



**Innovation
School Strategy**

**UVA -
Partnership for
Leaders in
Education (PLE)**

PARTNERSHIP ENGAGEMENTS



Core Change Team/Shepherds

- Summer Executive Education
- Core change team application day
- Thought partnership and reflection in fall and winter site visits
- Principal Supervisor and Shepherd summits
- Winter retreat on DDI with Bambrick-Santoyo

Learning Lab Leaders

- Summer Executive Education
- Individual principal thought-partnerships
- Principal focus groups during site visits
- Winter retreat on DDI with Bambrick-Santoyo
- Virtual Spring Workshop with school teams



Attachment B

The Fee

The Fee for the 10 (ten) participating schools and district team in the Core Partnership shall include all work associated with the Program described herein. The Fee shall be paid within thirty (30) days after the receipt of an invoice.

Components	Total	Typical Invoice Timeline
Summer Executive Education (June 2025)	\$190,500	June 2025
Shepherd and Principal Supervision Summit (Nov 2025)	\$15,000	Dec 2025
Winter Executive Education (January 2026)	\$122,000	Jan 2026
Tailored Executive Leadership Support (TBD)	\$27,500	Mar 2026
Tailored Ongoing Leadership Support (Ongoing)	\$12,500	May 2026
Total	\$367,500	
Optional ¹ : Tailored Executive Leadership Support on Resource Allocation and Enduring Change	\$25,500	May 2026
Optional ¹ : Ongoing Connection to PLE District Support Chief including On-Site Visit to Complement Local System-Building	\$20,000	May 2026
Total with Optional Support	\$413,000	

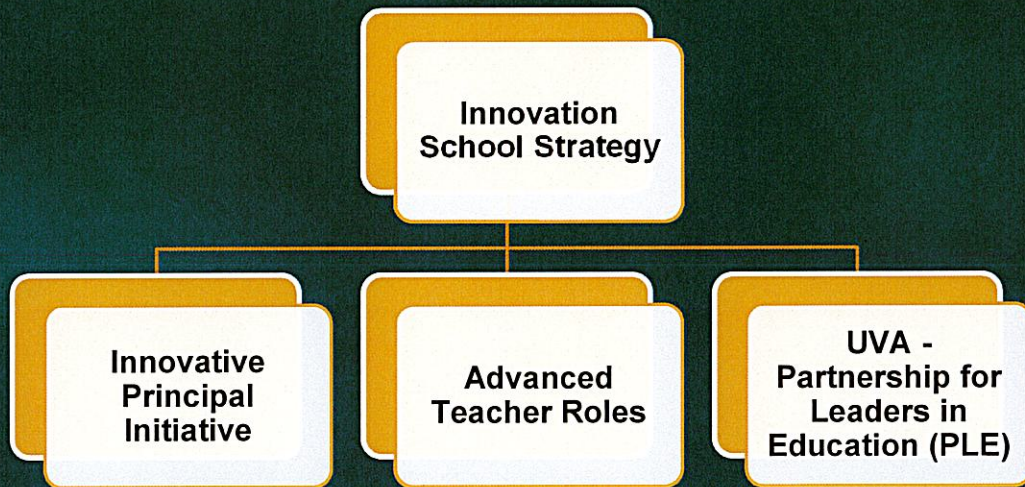


Fee Structure

Program costs cover all services, including room and board costs at executive education programs and PLE's travel to the district. Districts pay the cost of travel to executive education programs. Like 2025-26, the program costs include significant discounts and service reductions.

Year 2 - Adapt and Execute (June 2026 - May 2027)		
Summer Executive Education (June 2026)	109,000	June 2026
Shepherd and Principal Supervision Summit (November 2026)	15,000	November 2026
Midyear Retreat	122,000	January 2027
Tailored Executive Leadership Support (TBD)	\$27,500	March 2027
Tailored Ongoing Leadership Support (Ongoing)	\$12,500	May 2027
Year 2 TOTAL	\$ 286,000	

Now and Future - Vision to Action





Gaston County Schools AIG Plan 2025-2028

Kathleen Koch, Director AIG & Advanced Learning



Driving Governance

- Article 9B (NCGS.115C150.5) is NC's governing legislation for gifted education
- 3 year cycle
- Standards serve as a statewide framework and guide Public School Units to develop, implement, and monitor thoughtful and comprehensive AIG programs
- The NC AIG Program Standards encompass six principle standards with accompanying practices. These standards articulate the expectations for quality, comprehensive, and effective local AIG programs aligned to NC's AIG legislation, Article 9B.



6 Program Standards

Standard 1: Student Identification

Standard 2: Comprehensive Programming within a Total School Community

Standard 3: Differentiated Curriculum and Instruction

Standard 4: Personnel & Professional Development

Standard 5: Partnerships

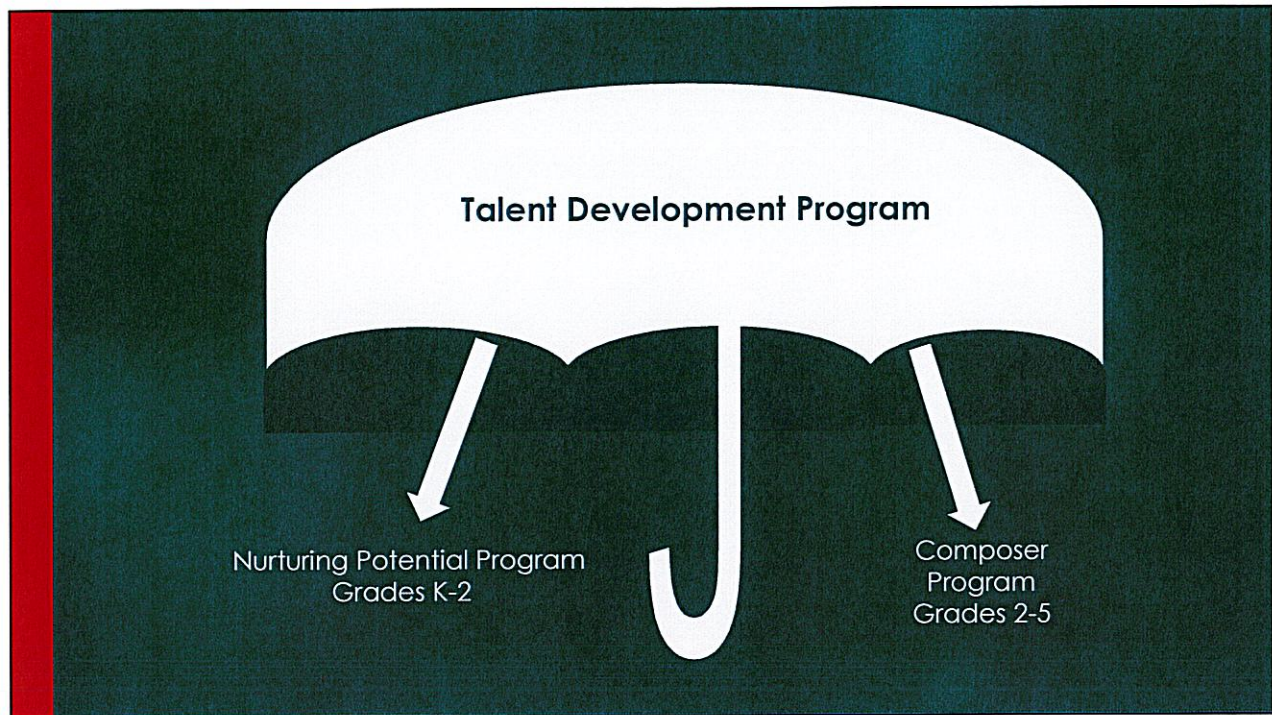
Standard 6: Program Accountability



Changes Within Program Standards

- Replace K-1 screening and testing for identification with new Talent Development Program for K-2 students designed to nurture their potential





Changes Within Program Standards

- Revision of identification pathways for grades 2-12 to include EOG scores as well as aptitude and achievement scores
- Connecting district initiatives and practices to AIG vision (MTSS, PLCs, etc.)
- Added resource descriptions to better address social emotional learning
- Descriptions of programming clarified to include problem- and project-based learning in middle school
- Clarifies transfer process of AIG students within and outside the district

Gaston County School District Summer Program Reassessment Plan

Summer 2025

Summer Program Plan Information

- Schools offering a summer program (reassessment opportunity) must have a written plan that has been signed and approved by the local board of education and the superintendent before submitting to the the Regional Accountability Office.
- Summer Program instruction must occur after the conclusion of the student academic year (i.e., after students have been dismissed for the regular school year) but can occur on teacher workdays.
- Students who do not attend any summer program instruction may not participate in summer program testing.

Summer Program Plan Information

- The Grade 3 Reading Retest is required to be administered within the last ten (10) days of the school year per *Read to Achieve* legislation.
 - Therefore, the Reading EOG is not available for administration in Grade 3 summer programs.
- Grades 5 and 8 Science EOGs and Biology EOC assessments are new for SY 2024-2025.
 - Results will be delayed until August 2025 after standard setting.
 - Therefore, Science and Biology assessments are not available for summer programs for summer 2025.

Grades 3-8 Summer Program

Instructional Date(s): May 22, 2025

- Number of Instructional Days: 1
- Instructional Hours: 4

Summer Program (Re)Testing Dates

- Friday, May 23, 2025 = Math Grades 3-8
- Tuesday, May 27, 2025 = Reading Grades 4-8

Grades 9-12 Summer Program

Instructional Date: May 27, 2025

- Number of Instructional Days: 1
- Instructional Hours: **4 hours/day**

Summer Program (Re)Testing Dates

- **English II*, NC Math 1, & NC Math 3**
 - Wednesday, May 28, 2025
 - Thursday, May 29, 2025

* What about English II Spring EOC Tests?

The 6-8 business day delay in the return of the English II EOC tests results in only a few spring English II EOC tests being scored by the time Summer Program is scheduled for GCS in May. Students with scores from the Fall English II EOC tests and any students who have received their scores in time from the Spring English II EOC tests will be permitted the opportunity to take the English II EOC Retest.

Spring 2024-2025 Exam Schedule

Traditional High Schools

Time	Thursday May 15, 2025	Friday May 16, 2025	Monday May 19, 2025	Tuesday May 20, 2025	Wednesday May 21, 2025
8:30 – 12:00	1 st period EOC, CTE and teacher-made exams	2 nd period EOC, CTE and teacher-made exams	3 rd period EOC, CTE and teacher-made exams	4 th period EOC, CTE and teacher-made exams	Make-up EOC, CTE and teacher-made exams
12:00 – 1:00	Continuation of <i>Ample time</i> EOC sessions Bag Lunch & Dismiss	Continuation of <i>Ample time</i> EOC sessions Bag Lunch & Dismiss	Continuation of <i>Ample time</i> EOC sessions Bag Lunch & Dismiss	Continuation of <i>Ample time</i> EOC sessions Bag Lunch & Dismiss	Bag Lunch & Dismiss Make-up EOC, CTE and teacher-made exams
1:00 – Regular Dismissal Time *All times are approximations	Make-up EOC, CTE and teacher-made exams	Make-up EOC, CTE and teacher-made exams	Make-up EOC, CTE and teacher-made exams	Make-up EOC, CTE and teacher-made exams	- Make-up EOC, CTE and teacher-made exams - Teachers finalize grades, close out semester

Spring 2024-2025 Exam Schedule

Early Colleges

Time	Monday, May 12, 2025	Tuesday May 13, 2025	Wednesday May 14, 2025	Thursday May 15, 2025	Friday May 16, 2025
9:00 – 12:00	1 st period* EOC and teacher made exams	2 nd period* EOC and teacher made exams	3 rd period* EOC and teacher made exams	4 th period* EOC and teacher made exams	Make-up EOC and teacher-made exams
12:00 – 1:00	Continuation of <i>Ample time EOC</i> <i>sessions</i>	Continuation of <i>Ample</i> <i>time EOC sessions</i>	Continuation of <i>Ample time EOC</i> <i>sessions</i>	Continuation of <i>Ample time EOC</i> <i>sessions</i>	Make-up EOC and teacher-made exams
1:00 – Regular Dismissal Time	Bag Lunch & Dismiss	Bag Lunch & Dismiss	Bag Lunch & Dismiss	Bag Lunch & Dismiss	Make-up EOC and teacher-made exams
*All times are approximations	Make-up EOC and teacher-made exams	Make-up EOC and teacher-made exams	Make-up EOC and teacher-made exams	Make-up EOC and teacher-made exams	Make-up EOC and teacher-made exams

*Subject to change based on Early College and Gaston College exam schedule



Reading Camp Requirements

As defined by the Excellent Public Schools Act of 2021, "Reading camp" means an additional educational program outside of the instructional calendar provided by the local school administrative unit as a literacy intervention that shall be offered to

- (i) any third grade student who does not demonstrate reading proficiency and
- (ii) any second grade student who demonstrates difficulty with reading development. Local school administrative units may offer a reading camp as a literacy intervention to any first grade student who demonstrates difficulty with reading development.

Reading camps shall meet the following requirements:

- (1) Offer at least 72 hours of reading instruction to yield positive reading outcomes for participants.
- (2) Be taught by compensated, licensed teachers selected based on demonstrated student outcomes in reading proficiency or in improvement of difficulties with reading development.
- (3) Allow volunteer mentors to read with students at times other than during the 72 hours of reading instruction.
- (4) Be provided as outlined in the local school administrative unit's literacy intervention plan.

Summer Reading Camp

Locations

Site	Feeder Schools
Sherwood	Brookside, Carr, Lowell
Robinson	New Hope, WA Bess, Gardner Park
HH Beam	Pleasant Ridge, Lingerfeldt, Woodhill
North Belmont	Catawba Heights, JB Page, Belmont Central, McAdenville
Sadler	BC Primary, BC Central, Chapel Grove
Pinewood	Kiser, Ida Rankin, Springfield
Tryon	Cherryville, Costner, WB Beam

Dates and Times

- ▶ Teacher Workdays/Professional Development
 - ▶ June 4 - 5
- ▶ Reading Camp
 - ▶ June 9 - 26
 - ▶ Monday - Thursday only
 - ▶ Staff hours: 7:30 AM - 3:30 PM
 - ▶ Student hours: 8:00 AM - 2:30 PM

Pay Rates

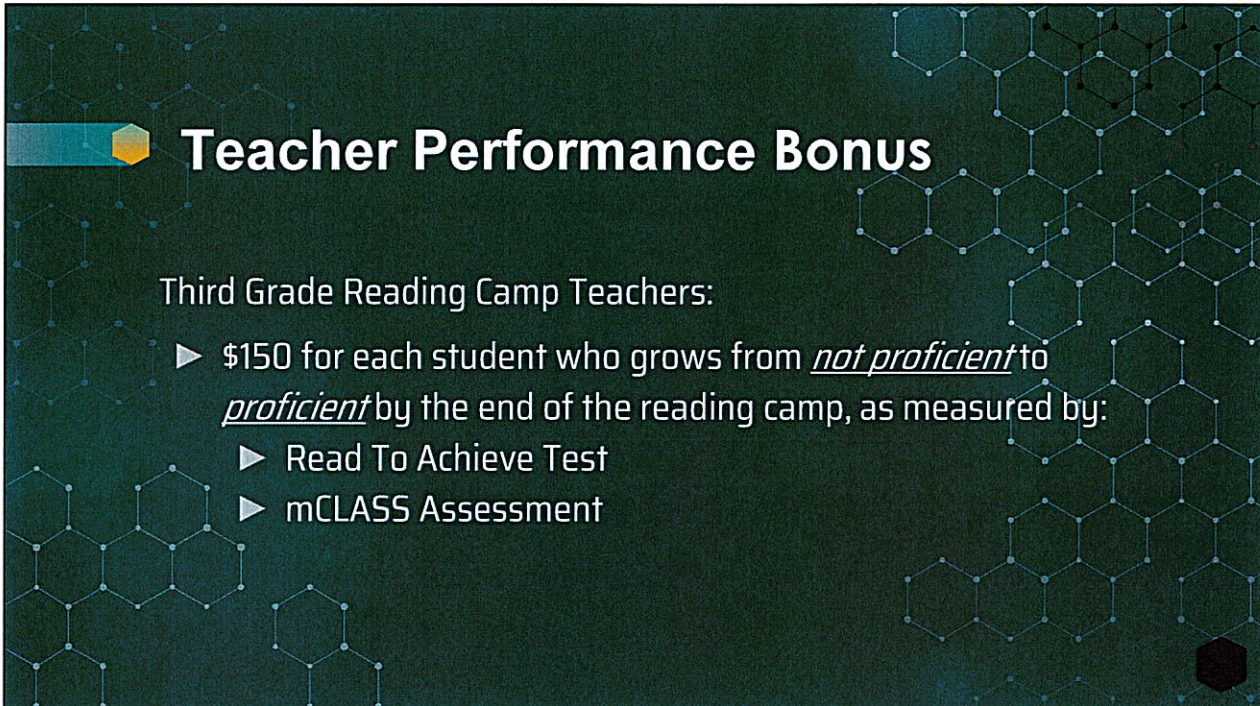
\$35	Classroom Teachers ☆
	EC and ESL teachers
	Nurse
	Media Coordinator/SYSOPs
\$20	Receptionists
	Teacher Assistants
	Custodians
	Bus Drivers



☆ *Bonuses will be given according to legislation*

Teacher Signing Bonus

A signing bonus of at least \$1,200 (with total amount to be determined by the local board of education) to any teacher that was awarded a reading performance bonus administered by the Department of Public Instruction.



Teacher Performance Bonus

Third Grade Reading Camp Teachers:

- ▶ \$150 for each student who grows from not proficient to proficient by the end of the reading camp, as measured by:
 - ▶ Read To Achieve Test
 - ▶ mCLASS Assessment



Staff Application

- ▶ Application Window: February 10th - March 12th, 2025
- ▶ Advertised on Schoology and on weekly principal bulletins
- ▶ Site coordinators (APs) will be responsible for hiring

Student Selection

- ▶ Students will be invited to camp based on their middle of the year mCLASS results.
 - ▶ Non-proficient 2nd graders (rising 3rd)
 - ▶ Non-proficient 3rd graders (rising 4th)
 - ▶ Transitional 4th graders
- ▶ Invitations will be distributed on conference day
- ▶ Enrollment forms are entered into our summer camp spreadsheet to help site coordinators create bus routes, class rosters, etc.

Questions?

